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आकाशवाणी एवं दूरदर्शन तकनीकी कर्मचारी संघ A.I.R. & D.D. Technical Employees Association

(भारत सरकार द्वारा पंजीकृत एवम् मान्यता प्राप्त)
(Registered and Recognised by Govt. of India)
No. 2298/63

पोस्ट बाक्स नं० 736
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OC

21.4.2010

Date: 21.04.2010

To,

Ms Ambika Soni
Hon'ble Union Minister
Shastri Bhawan
New Delhi

कार्यालय सूचना और प्रसारण मंत्री
Office of the Minister of
Information & Broadcasting
भारत/India

Subject: Discrimination w.r.t. Pay-Scales for same designation and posts in the same department performing similar work defying the principle of Equal Pay and Equal Work.

Respected Madam,

Reference to the above noted subject, this is to inform you that AIR and Doordarshan are facing acute shortage of staff on account of fresh recruitment not taking place.

The recruitment done in the cadre of Engineering Assistant and Technician after 25.02.1999 are facing unjustified anomaly resulting in fresh blood leaving the department in utter frustration and agony.

The Ministry of I&B had decided vide its order dated 25.02.1999 that the following of Engineering Employee who have joined **earlier 25.02.1999** would be in the Pay-Scales (Pre-Revised) and corresponding Grade Pay granted by 6th Pay Commission indicated against their categories:

Post	Pre-revised Scales	Grade pay (6 th CPC)
Assistant Engineer(AE).....	Rs. 7500-12000.....	Rs.4800
Sr. Engineering Assistant(SEA)	Rs. 7450-11500.....	Rs.4600
Engineering Assistant(EA).....	Rs. 6500-10500.....	Rs.4600
Sr. Technician(Sr.Tech.).....	Rs. 5000-8000.....	Rs.4200
Technician.(Tech.).....	Rs. 4500-7000.....	Rs.2800
Helper.....	Rs. 3050-4500.....	Rs.1900

Where as vide the same order ,the employees who joined **after 25.02.1999** in the above said cadres were to get the following Pay Scales.

Post	Pre-revised Scales	Grade pay (6 th CPC)
Assistant Engineer(AE).....	Rs. 6500-10500.....	Rs.4600
Sr. Engineering Assistant(SEA)	Rs. 5500-9000.....	Rs.4200
Engineering Assistant(EA).....	Rs. 5000-8000.....	Rs.4200
Sr. Technician(Sr.Tech.).....	Rs. 4500-7000.....	Rs 2800
Technician.(Tech.).....	Rs. 4000-6000.....	Rs.2400
Helper.....	Rs. 2750-3500.....	Rs.1800

ADTEA ZONAL HEADQUARTERS :-

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SOUTH ZONE
P.B. No. 2995
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The above two sets of employees are having Same Designation (Identical Posts) Same Qualification, Same Functional Responsibility, Same Seniority Lists and Performing same duties.

The difference in the Pay Scales for the Identical Posts in the same Department forced many Employees to leave AIR and Doordarshan.

Madam You may understand the disheartening impact of difference in Pay Scales between same cadres can have on mindset of the employees. It leaves the category of employee drawing less salary demoralised and discriminated with all possible deleterious effect on the work culture of our organization.

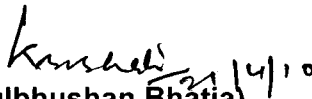
Without least justification a section of Engineering employees are forced to work on less salary despite of performing the same duties as their counterparts who are offered higher Pay Scales. Their only fault being that they joined the department after 25.02.1999. Therefore non-according of the higher Pay Scales to incumbents joining after 25.02.1999 unlike their departmental colleagues is Unfair, Injustice, and Improper. And association is committed to achieve justice and may agitate for that if required.

Now GOM has also declared that the employees recruited till 05.10.2007 would be called **Government Employees** but how and why the Government Employees working in the same organization with same designation and same work could be granted different Pay Scales. This partial and discretionary attitude of department needs your kind attention and urgent call for all the employees of above mentioned categories to be placed in similar pay Scales. It is worthwhile to mentioned here that even verdict of the Courts have been in favour of these new recruits.

We hope of your personnel attention and kind intervention in the matter to resolve the issue as employee belongs to these categories are restive.

With Regards!

Copy to: 1. CEO, PB
2. DG:AIR
3. DG:DD


(Kulbhushan Bhatia)
President
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